

June 12, 2007

Mr. J. Scott George  
Small Business Regulatory Fairness Board  
Harry S. Truman Bldg., Room 720  
P.O. Box 118  
Jefferson City, MO 65102

Dear Mr. George:

Pursuant to 536.325.1, RSMo, please find attached the required report on the rules of this agency which may affect small business.

It is my belief that the Missouri Department of Labor and Industrial Relations currently has no rules which meet the statutory definition of "affects small business" under 536.010(1), RSMO, as none of this agency's rules cause a "direct and significant economic burden upon a small business" or are "directly related to the formation, operation, or expansion of a small business." However, I have included in this report rules which may have some less substantial impact on small businesses in this state.

If I may be of further assistance, please feel free to contact me at (573) 751-9691.

Sincerely,

Rod Chapel  
Director

BK/mh/mj

# **Missouri Department of Labor and Industrial Relations**

## **Rules Affecting Small Businesses**

June 13, 2007

### **Division of Employment Security**

#### **8 CSR 10-2.020 Charges for Copies of Records, Reports, Decisions, Transcripts or Other Papers or Documents**

Purpose: This rule establishes the method by which the director establishes the rate of charge for furnishing copies of documents to persons entitled to those records. This rule implements section 288.360.3, RSMo.

#### **8 CSR 10-2.030 Administrative Orders of the Director to Cover Emergency Situations**

Purpose: This rule allows the director of the division, under special emergency circumstances, to temporarily substitute requirements of the division's rules by administrative order in order to conserve the rights of claimants, employers or employing units. This rule implements section 288.220, RSMo.

#### **8 CSR 10-3.070 Notices to Workers Concerning Unemployment Benefits**

Purpose: This rule prescribes the method of notice to workers of coverage under the law. This rule implements section 288.130, RSMo.

#### **8 CSR 10-3.085 Charging of Benefits to Reimbursable Employers**

Purpose: This rule informs reimbursable employer of their responsibility for employment benefits paid to their employers

#### **8 CSR 10-3.110 Filing of Claims Protest by Facsimile Transmission**

Purpose: This rule establishes the manner in which the division will accept facsimile transmitted claims protests.

#### **8 CSR 10-4.020 Records and Reports**

Purpose: This rule prescribes the records which employers are required to maintain and specifies as to the information contained and availability of those records. The rule implements sections 288.130, RSMo. This rule was previously known as regulation no. 9.

#### **8 CSR 10-4.030 Contribution and Wage Reports and Payment of Contributions**

Purpose: The rule prescribes as to the filing of quarterly tax and wage reports, the reporting of temporary employment, extension of time for filing reports. This rule implements sections 288.090 and 288.130, RSMo. The rule was previously known as regulation no. 10.

#### **8 CSR 10-4.070 Supplementary Statistical Report for Multi-Area Employers**

Purpose: This rule prescribes how statistical information by area, by industry is to be supplied where multiple operation of an employer are included in a combined report. This rule implements section 288.130, RSMo. This rule was previously known as regulation no. 16.

#### **8 CSR 10-4.080 Joint Accounts**

Purpose: This rule prescribes how joint accounts will be established and the consequences of that action. This rule was previously known as regulation no. 17

#### **8 CSR 10-4.090 Employer Elections to Cover Multistate Workers**

Purpose: This rule prescribes the procedures and definitions necessary to process elections of coverage and reporting of multi-state workers. This rule implements section 288.340, RSMo. This rule was previously known as regulation no. 20.

#### **8 CSR 10-4.140 Clarification of Beauty Salon and Similar Establishment**

Purpose: This rule provides clarification of terms beauty salon and similar establishment as contained in section 288.032.4, RSMo.

#### **8 CSR 10-4.160 Lessor Employing Units**

Purpose: This rule establishes procedures for complying with the surety bond or securities aspect of section 288.032.2(2), RSMo.

### **8 CSR 10-4.170 Irrevocable Letter of Credit**

Purpose: This rule establishes procedures for complying with the irrevocable letter of credit aspect of section 288.032 (2), RSMo.

### **8 CSR 10-4.190 State Unemployment Tax Act Dumping**

Purpose: This rule implements federally mandated legislation regarding State Unemployment Tax Act Dumping under the Missouri Employment Security Law, section 288.110.2, RSMo.

## **Labor and Industrial Relations Commission**

### **8 CSR 20-3.070 Posting of Bonds**

Purpose: This proposal outlines procedures for posting of bonds by uninsured employers cover by the Workers' Compensation Act and implements 287.480.2, RSMo.

## **Division of Labor Standards**

### **8 CSR 30-2.020 Standard Practices for Safety and Operation**

Purposes: This rule sets forth the specific safety and operation standards for the mining industry relative to specific areas of operation including ground control, fire prevention and control, explosives, drilling for blasting, loading, hauling, dumping, travelways, electricity, use of equipment, personal protection and general.

### **8 CSR 30-3.010 Prevailing Wage Rates for Public Works Projects**

Purpose: This rule sets forth prevailing wage requirements relative to work performed by workers on publicly funded projects.

### **8 CSR 30-3.030 Apprentices and Trainees**

Purpose: This rule sets forth the requirements for the payment of apprentice wages for workers employed on public works subject to the Prevailing Wage Law.

### **8 CSR 30-3.050 Posting of Prevailing Wage Rates**

Purpose: This rule sets forth the requirements for the posting of prevailing wage rates on public projects subject to the Prevailing Wage Law.

### **8 CSR 30-4.020 Minimum and Subminimum Wage Rates**

Purpose: This rule establishes the minimum wage rates to be paid to certain qualifying employees and describes generally the allowance of gratuities as a credit toward payment of the minimum wage

### **8 CSR 30-4.030 Training Wage for Learners and Apprentices**

Purpose: This rule establishes a training wage for certain learners and apprentices at a rate less than the current minimum wage rate.

## **Division of Workers' Compensation**

### **8 CSR 50-2.010 Procedures for Non-contested and contested Workers' Compensation Cases**

Purpose: This rule sets for the procedures relating to workers' compensation injuries in non-contested and contested cases.

### **8 CSR 50-2.020 Administration**

Purpose: This rule sets forth the requirements for administrative functions of the division, including acceptance and withdrawal from Chapter 287, RSMo, filing of documents, storage of documents, request for documents, and maintenance of division records.

## **Missouri Commission on Human Rights**

### **8 CSR 60-3.010 Preservation of Records and Posting of Posters and Interpretations**

Purpose: The Missouri Commission on Human Rights has the authority to formulate policies to effectuate the purposes of Chapter 213, RSMo. This rule sets forth the rules for employer preservation of records, posting of poster and commission's interpretations.

### **8 CSR 60-3.020 Employment Advertising Practices**

Purpose: This rule sets forth the guidelines and interpretations governing, but not limited to, the major aspects of employment advertising practices.

### **8 CSR 60-3.030 Employment Training**

Purpose: This rule sets forth the guidelines and interpretations governing, but not limited to, the major aspects of employment testing.

### **8 CSR 60-3.040 Employment Practices Related to Men and Women**

Purpose: This rule sets forth the guidelines and interpretations governing, but not limited to, the major aspects of employment practices in relation to sex.

### **8 CSR 60-3.050 Religious Discrimination**

Purpose: This rule sets forth the guidelines and interpretations of the prohibitions in Chapter 213, RSMo, against religious discriminations and to the requirement of an employer to reasonably accommodate the religious beliefs of employees.

### **8 CSR 60-3.060 Handicap Discrimination in Employment**

Purpose: This rule represents the commission's construction of provisions dealing with handicap discrimination in employment.

### **8 CSR 60-3.070 National Origin Discrimination**

Purpose: This rule sets forth the guidelines and interpretations of the prohibitions in Chapter 213, RSMo against national origin discrimination.

### **8 CSR 60-4.015 Inquires Regarding Handicaps**

Purpose: This rule clarifies lawful and unlawful inquiries regarding the handicaps of an applicant for a dwelling, a person intended to reside in that dwelling or any person associated with that person.

### **8 CSR 60-4.020 Reasonable Modification of Existing Premises**

Purpose: This rule establishes guidelines regarding modifications made to premises for a person with special needs.

### **8 CSR 60-4.025 Design and Construction Requirements**

Purpose: This rule establishes accessibility requirements in the design and construction of covered multi-family dwellings.